

UNIT MEETINGS JUNE, 2011

UNIT #1 (Alarms, Business Machines, Cable, City of Vancouver, City of New Westminster, Euro-Rite Cabinets, SPUDS, Trader Corp., Sears)

DATE & TIME: Wednesday, June 8, 2011 at 6:30 p.m.

PLACE: Local Union Hall, 4220 Norland Ave., Burnaby

UNIT #2 (Wiremen & Apprentices residing in Lower Mainland, Marine, Neon, Ocean Construction, SFU, Maple Leaf Foods, Winders, Vancouver School Board)

DATE & TIME: Thursday, June 9, 2011 at 7:00 p.m.

PLACE: Local Union Hall, 4220 Norland Ave., Burnaby

****BBQ to be held prior to meeting – 6:00 pm****

UNIT #3 (FortisBC (Gas) - Lower Mainland, Pacific Northern Gas)

DATE & TIME: Thursday, June 16, 2011 at 7:00 p.m.

PLACE: Centennial Hall, 18918 - 88 Avenue, Surrey

UNIT #4 (FortisBC and FortisBC(Gas) members residing in Kootenays)

DATE & TIME: Wednesday, June 8, 2011 at 7:30 p.m.

PLACE: Columbia Room, Castlegar & Dist. Recreation Centre, Castlegar

UNIT #5 (FortisBC members, FortisBC(Gas) members and Wiremen and Apprentices residing in Okanagan and Similkameen; Cities of Kelowna, Penticton and Summerland members; and Pattison Sign — Penticton members)

DATE & TIME: Tuesday, June 14, 2011 at 7:00 p.m.

PLACE: IBEW 213 (Kelowna Office), 185 Froelich Road, Kelowna

UNIT #6 (FortisBC (Gas) - Vancouver Island, Whistler and Sunshine Coast)

DATE & TIME: Wednesday, June 15, 2011 at 4:45 p.m.

PLACE: Royal Canadian Legion, Victoria

STRIKES AND LOCKOUTS

Please respect the unions' picket lines in the following disputes:

CMAW, Local 1928 - Cove Top and Flash Cove Employees

Major Issues: Benefits, Wages

Commenced: Locked Out December 23, 2010

United Food & Commercial Workers Union (UFCW), Local 1518 - Extra Foods (Maple Ridge)

Major Issues: Wages, Job Security

Commenced: December 15, 2008

Construction and Specialized Workers' Union, Local 1611 - Wescon Enterprises Ltd. (Trivern) (Armstrong)

Major Issues: Seniority, Benefits, Concessions

Commenced: July 25, 2001

IBEW 213

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A Message from the Business Manager.... MIKE FLYNN

IBEW 38th International Convention

With the impending postal dispute, a serious concern was facing the Business Office over the election of delegates to the 38th International Convention. Local 213 is allowed ten delegates and there were twelve nominations received. Judge of the Ballot, Brother Steve Meers, reviewed all nominees, as per the IBEW Constitution. The judge disqualified two nominees for dues arrears in the past two years and declared the remaining ten elected by acclamation. The delegates representing Local 213 are:

Darcy Biln	John Pesa
Jim Dyball	Kevin Revane
Mike Flynn	Harry Van Beest
Ken Heatley	Gord Van Dyck
Jim Lofty	Mirko Varga

As host local, along with Local 258, our main responsibility will be supplying volunteers for shuttle buses and manning information booths at both the Airport and Vancouver Convention Centre. An expected 2,800—3,000 delegates plus guests are expected to attend.

The Convention convenes on Monday, September 19th and closes Friday, September 23rd. A call for volunteers will be announced late July/early August. If you are interested in donating some time as a volunteer, please contact Glynis Jones at (604) 571-6518.

Retirees' Club

Over the past year, two initiatives have been started within the Local. The first is the Retirees' Club, chaired by Brother Jack Saran. Brother Saran can be reached by email at jsaran@shaw.ca. Brother Saran will be heading up the volunteer program for the International Convention.

Electrical Workers Minority Caucus

The second initiative is the first chapter in Canada of the Electrical Workers' Minority Caucus (EWMC). Enclosed in the newsletter this month is what the aims and purposes are. "Become involved and active."

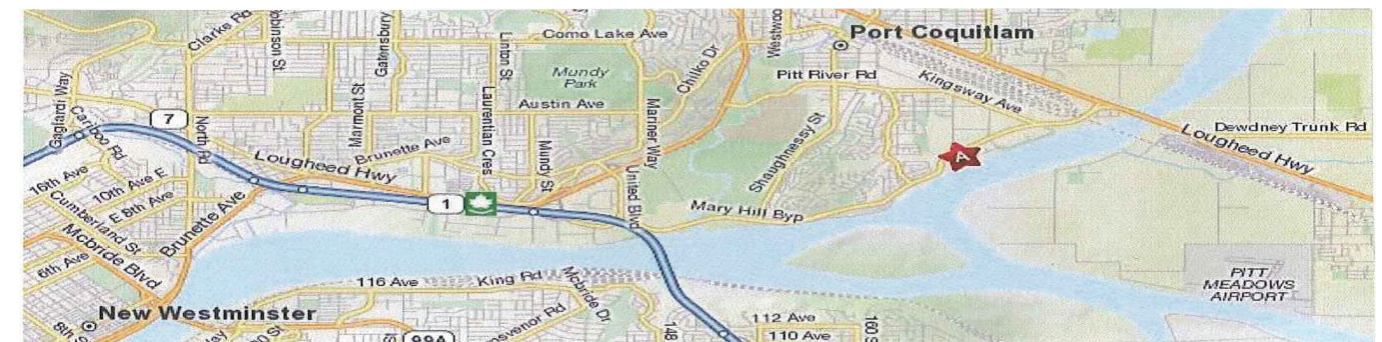
Local 213 Annual Family Picnic

The Annual Local 213 family picnic will be held this year on Saturday, July 23rd at Queen's Park, New Westminster between 12:00 noon and 3:00 p.m.

Local 213 is on the Move

As if there isn't enough happening, the sale of our union hall at 4220 Norland is now being finalized with the City of Burnaby. Our new location at **1424 Broadway Street, Port Coquitlam** (see map below) is slated for an occupancy date of Friday, June 24th. The Business Office will be closed at 12:00 noon on Friday, June 24th and will reopen to serve the membership on Tuesday, June 28th.

An official open house will be held in August, 2011 - date to be announced.



Assistant Business Manager, Mirko Varga Reports

The **Shaw Cablesystems (White Rock)** grievance regarding posting for "B" Foreman has been resolved. The company will post for a vacancy of a "B" Foreman as soon as is reasonably practicable and will fill the vacancy on or before July 1, 2011. The "A" Foreman at Shaw Cablesystems (White Rock), Brother Peter Kells, has retired. Peter was initiated into Local 213 in 1975. On behalf of the Union membership and staff, we

wish Brother Kells a rich, healthy and happy retirement.

At **Shaw Cablesystems (Port Coquitlam)** the unjust dismissal (Shawn York) grievance is slated for arbitration (dates pending).

Cable Contractors - There are a number of outstanding grievances with **DVC Communications** that are awaiting arbitration dates. The Union has not received any correspondence from the company for resolutions.

Assistant Business Manager, Scott Ashton Reports

Contract negotiations for **ADT Branch 80** held on May 17 and 18 ended at an impasse. The Union has filed for mediation with the Labour Relations Board; no dates have been set at the time this report was written. A crew meeting to inform the members has been set for June 1.

The Lukasz Janeczko termination grievance with ADT Branch 80 was upheld by Arbitrator McPhillips. Mr. Janeczko's termination is to be removed from record. Of note to all members, in his ruling,

Mr. McPhillips states that a cell phone is the responsibility of the holder (in this case the employee) and it is the employee's responsibility to report all unwanted text messages to the company in case these messages are resulting in charges to the cell phone account.

Negotiations for **Troy Life & Fire Safety** are scheduled for May 25 and 26 in Kelowna.

The City of Vancouver is celebrating its 125th year. The IBEW celebrates with the city on this occasion as we reflect on the

Dispatcher, Adam Van Steinburg Reports

This month we had 48 journeymen book in and 72 went out to work. We had 16 apprentices book in and 19 were cleared to work.

The work picture has picked up over the last couple of weeks.

F&M Installations has been taking manpower for various substa-

tions in the lower mainland and in Oliver. **Houle Electric** has taken manpower for Howe Sound Pulp and Paper in Gibsons and have informed Adam they will require more manpower in the coming weeks. **Western Pacific** has been successful in obtaining a sizeable

Assistant Business Manager, Gord Van Dyck Reports

The Measurement Technician ("MT") Job Posting Grievance at **FortisBC (Gas Operations)** ("FBC(G)") has been settled. The Company has agreed to post and fill one additional MT position in the Penticton Meter Shop and to continue upgrading Measurement Mechanics to the MT rate when they are sealing meters. The Union thanks Richie Guilfoyle for his assistance in settling this grievance.

Also at FBC(G), the arbitration hearing regarding Gary Pearson's Paid Sick Leave Grievance has concluded. The Union is hoping the arbitration award in this matter

will answer at least three very important questions: (1) Do employees need to provide more than a medical certificate in order to qualify for paid sick leave? (2) Can FBC(G) terminate an employee's paid sick leave if an employee who is unable to perform his own job refuses light or modified duties? (3) If FBC(G) improperly terminates an employee's paid sick leave, is the employee subsequently entitled to damages for mental distress?

An issue regarding FBC(G)'s policy with respect to being clean shaven has also arisen. Union members report managers are

At **City West Cable** the company has not responded to a number of grievances, however the Union is optimistic that these grievances will be discussed at the next labour/management meeting.

At **GE Canada** the grievance regarding Brother McIsaac has been resolved to both parties' satisfaction, but the Union has initiated three new grievances, at Stage 3. The Company and Union have agreed to waive the time limits for 30 days

history of or IBEW members and the important contributions they have made to the growth of the City since our first certification with the Electrical Inspectors in 1949 and the Electricians and Technicians almost a decade later (1957).

Scott encourages the **City of Vancouver EOB** employees to get their surveys in. Change will not come about if the committee does not hear from you. Take the time to return the surveys or arrange to see me in order to convey your issues with the branch.

Telus project at BC Place and will also require more manpower.

Endako in Northern BC seems to be going strong now and we should see more calls there, as well as in Regina.

Wiring Section Reminder: Please ensure your contact informa-

telling employees they must report to work clean shaven and that they must do this whether or not they might be required to use respirators or air packs. The Union understands: (1) an ingredient of personal freedom is involved in this issue; and since such rules also affect an employee's off-duty hours, arbitrators have been careful to balance an employee's personal rights against the legitimate interests of the employer; (2) an employer is not inherently entitled to require employees to adhere to a unilaterally imposed grooming code; (3) where an employer relies on safety to support the imposition of a grooming code, it

before Stage 4 is put forward with the recognition these grievances can be resolved.

Netcom Training - the Digital Phone course held at BCIT on May 14th and 15th was completed with positive feedback from members who attended.

Interested CATV members can register online for future courses at www.netcomtraining.org.

The **City of Vancouver** has expressed an interest in renewing the quarterly Labour Management talks with the **Electrical Inspectors**. This comes at a time when the workload on this group is in dire need of help. History does not show well for past Labour Management talks. We can only be hopeful that Management intends on taking these talks seriously this time around. The members are reminded to relay their issues to Shop Steward Loris Bidese so he can bring them to the table.

tion is current with the union office. Adam has had several numbers that are no longer in service. Also, please advise Adam if you have any special training, i.e.: First Aid Level 3, crane truck operator, or high voltage experience mainly in commissioning and testing.

must provide cogent evidence of a real risk to an employee's safety in order to support the reasonableness of the rule; and (4) a rule requiring employees to trim facial hair back to at least 1/4" from the edge of a face mask seal area is reasonable. OH&S Regulation 8.39 states, "Face seal ... (2) A worker required to wear a respirator which requires an effective seal with the face for proper functioning must be clean shaven where the respirator seals with the face." The Union has offered to appoint members to a JCC convened for the purpose of revisiting or revising the Company's policy in this regard.

Assistant Business Manager, Rod Russell Reports

Pattison Sign Penticton - Rod has been in discussions with the employer regarding a possible contract extension. Rod will be scheduling a meeting for members to attend and vote on whether to accept the Company offer or engage in full collective bargaining. Members must attend the meeting in order to cast their ballot.

ALL MEMBERS: Members of a Union bargain collectively. This is the basis of their strength. History shows us employees who are unified are more successful in all aspects of employment. Members are provided an opportunity to debate and develop collective positions through communication at Union meetings. The positions developed are in turn presented to the employer by the Assis-

Assistant Business Manager, John Pesa Reports

Gescan - The Overtime Bank grievance at the Abbotsford Branch has been resolved. The company recently created a policy and communicated that it would no longer allow employees to bank overtime hours. The Union initiated a grievance and contended the collective agreement had a provision for banked overtime. The company agreed with the Union and changed the policy to only apply to employees

Assistant Business Manager, Rav Ghuman Reports

Maple Leaf Foods - The Union will be withdrawing two grievances filed by members alleging the Company had failed to pay severance as per the closure agreement between the Union and Maple Leaf Foods. The closure agreement requires an employee to remain until the end of the notice period unless company agrees otherwise. The legal opinion we received from Hasting Labour Law Office confirms the Union would not have reasonable chance of success in this matter. Three other members have filed a grievance alleging the Company had violated past practice of paying for tuition fees and cost of books as well as not paying for parking. The Company has denied the grievance at stage one of the grievance procedure.

NCR - An employee has been terminated for violating the company's Vehicle and Security

tant Business Manager and/or the bargaining committee. This allows the members to speak with one voice. Members who communicate their opinions about bargaining issues directly to their employer outside of the proper bargaining process can undermine their interests and that of their brothers and sisters. This creates an environment where the employer believes they know more about the Union position than the Union.

Rod is dealing with a situation where some members have potentially undermined the Union by communicating their personal opinion/position directly to the employer about a bargaining issue outside of the bargaining process. Some members have changed their position

outside the bargaining unit.

Westburne Electric Supply - The Illness Pay grievance has been resolved. The company has agreed to make the grievor whole on the next pay period. Negotiations to resolve the Counter Lead Hand grievance are ongoing. It appears the parties may be able to settle the grievance prior to arbitration.

Vancouver School Board - the nine trade union affiliates of the VSB

Policies. The termination has been grieved and the parties are close to reaching a settlement.

Sears - The pay increases will be implemented as of May 29th and will appear along with retroactive wages on the June 17th pay cheque.

Euro-Rite Cabinets - A member has received a three day suspension for alleged excessive absenteeism and for showing up late to work on numerous occasions.

Wall2Wall Media - This is a spinoff company from Trader Media which is owned by the Yellow Pages Group. Wall2Wall will affect eight members, six of whom are from the specialty publication side and two employees from IT Department.

The affected employees will be working under the terms and conditions of the current collective agreement between Trader Media and IBEW 213.

upon hearing the facts of the issue. The unfortunate fact is the damage is done. The employer believes they know the collective Union position. It is extremely difficult to provide effective representation and engage in productive bargaining under these circumstances.

When you have an opinion on an issue remember to attend Union meetings to debate the issue. You may gather information that sways your position or you may indeed alter the opinion of others through communication. This is the democratic process available to members to formulate a unified position. Members who engage in discussing their opinion/position directly with the employer may look foolish and selfish to the employer and encourage the

Bargaining Council are continuing to negotiate a renewal to the collective agreement. The parties are scheduled to resume bargaining on May 24th.

The Union has advanced the Foreman Promotion group grievance to arbitration and has forwarded the names of suitable arbitrators for the VSB to consider. The Union awaits the employer's reply.

Allied Shipbuilders - The Union

Trader Media Inc. - The parties have finally settled a grievance that was initiated on December 22nd, 2010. The Union alleged a brother was discriminated against in relation to the client list he was provided with upon his return to work and that it represented a significant drop in earnings compared to his pre-leave earning levels. This grievance has been settled with some compensation to the grievor on a without prejudice basis. The Union has filed four new grievances, three of which are Union/Policy grievances. Two grievances concern the Outside Sales Representatives (OSRs). The first grievance deals with unfair budget targets which prevent the OSRs from achieving the bonus pay structure know as the "Accelerator" and the second one deal with the OSR not receiving the Accelerator bonus in a reasonable period of time. The Union

employer to continue engaging them to obtain information, whether it is credible or not.

If your employer engages you directly in discussing a bargaining position please tell them you negotiate through your Union. Some employers love to play divide-and-conquer. When members engage them they begin to be successful. They base their opinions on those discussions and maintain a position that is not indicative of the collective group. Although this is not an accurate and informed reflection of the membership's position it adversely affects the Union's ability to achieve the best possible negotiated resolve.

has scheduled a bargaining unit meeting for May 31st at 12:00 noon in the lunchroom for members to establish proposals for bargaining a renewal to the collective agreement. The proposals from the IBEW 213, UA 170 and the Marine and Boilermakers' Local 1 will be collated into one document in preparation for bargaining. Dates to commence bargaining with the employer are not yet determined.

has filed a grievance on behalf of a member who is working in a higher classification but not receiving the appropriate rate of pay. The final grievance involves the company's failure to post a vacant Database Administrator position that has existed for quite some time.

Johnson Controls - The job descriptions have been written up and are with the Human Resources Department of the company for their approval after which they will be forwarded to the Union and the membership for our final perusal.

Small Potatoes Urban Delivery (SPUD) - Rav reminds all members to please get all proposals for the upcoming negotiations, to shop steward Kathryn Damron as soon as possible.